

Southern Ontario Region (SOR)

as of April 1, 2021

Summary

Occupational Group Category	All		Women					Members of Visible Minorities					Indigenous Peoples					Persons with Disabilities							
	Employees	Representation	Availability		Gap	Ratio	Representation	Availability		Gap	Ratio	Representation	Availability		Gap	Ratio	Representation	Availability		Gap	Ratio				
	#	%	%	#*	#*		#	%	%	#*	#*		#	%	%	#*	#	%	%	#*	#*				
1 Executive	Rep. ≤5		37.5%	50.9%	4	-1	0.74		12.5%	13.1%	1	0	0.95	0	0.0%	3.7%	0	0	0.00	0	0.0%	5.3%	0	0	0.00
2 Scientific & Professional	0	0	0.0%	0.0%	0	0	0.00	0	0.0%	0.0%	0	0	0.00	0	0.0%	0.0%	0	0	0.00	0	0.0%	7.7%	0	0	0.00
3 Administration & Foreign Service	Rep. ≤5	17	81.0%	72.4%	15	2	1.12		9.5%	7.5%	2	0	1.27	0	0.0%	2.4%	1	-1	0.00	0	0.0%	9.9%	2	-2	0.00
4 Technical	0	0	0.0%	0.0%	0	0	0.00	0	0.0%	0.0%	0	0	0.00	0	0.0%	0.0%	0	0	0.00	0	0.0%	6.6%	0	0	0.00
5 Administrative Support	Rep. ≤5	78	77.2%	82.9%	84	-6	0.93	7	6.9%	7.3%	7	0	0.95		2.0%	2.4%	2	0	0.83	9	8.9%	9.5%	10	-1	0.94
6 Operational	1,378	494	35.8%	25.6%	353	141	1.40	78	5.7%	5.6%	77	1	1.02	36	2.6%	2.1%	28	8	1.26	43	3.1%	9.4%	129	-86	0.33
Grand Total	1,508	592	39.3%	32.6%	492	100	1.20	88	5.8%	5.9%	88	0	1.00	38	2.5%	2.1%	32	6	1.19	52	3.4%	9.4%	141	-89	0.37

*Totals may not equal the sum of components due to rounding. Gap totals are not sums of occupational group's gaps, as each gap is based on its respective employee count.

#* means expected numbers available in the Canadian citizen population.

Takes into account active indeterminate, determinate and seasonal employees extracted from CAS as of April 1, 2021.

Workforce availability (WFA) percentages are provided by OCHRO on an annual basis and are based on the 2016 Census (Women, Visible Minorities and Indigenous Peoples) and the 2017 Canadian Survey on Disability (Persons with Disabilities).

WFA percentages are based on the following Census Metropolitan Area (CMA) as defined by Statistics Canada - St Catharines-Niagara, London, and Windsor; with the exception of Persons with Disabilities which presents WFA at the Agency level.

Occupational Group Breakdown

Occupational Group		All	Women					Members of Visible Minorities						Indigenous Peoples					Persons with Disabilities										
		Employees #	Representation		Availability		Gap #*	Ratio	Representation		Availability		Gap #*	Ratio	Representation		Availability		Gap #*	Ratio	Representation		Availability		Gap #*	Ratio			
			#	%	%	#*			#	%	%	#*			#	%	%	#*			#	%	%	#*					
1	Executive	Rep. ≤5		37.5%	50.9%	4	-1	0.74		12.5%	13.1%	1	0	0.95		0	0.0%	3.7%	0	0	0.00		0	0.0%	5.3%	0	0	0.00	
	EX	Rep. ≤5		37.5%	50.9%	4	-1	0.74		12.5%	13.1%	1	0	0.95		0	0.0%	3.7%	0	0	0.00		0	0.0%	5.3%	0	0	0.00	
2	Scientific & Professional	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	AR	0	0	0.0%	NA	NA	NA	NA		0	0.0%	NA	NA	NA	NA	0	0.0%	NA	NA	NA	NA	0	0.0%	NA	NA	NA	NA	NA	
	AU	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	CH	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	EC	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	ED-LAT	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	EN-ENG	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	MA	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	PC	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	PS	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
	SE-RES	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	7.7%	0	0	0.00
3	Administration & Foreign Service	Rep. ≤5	17	81.0%	72.4%	15	2	1.12		9.5%	7.5%	2	0	1.27		0	0.0%	2.4%	1	-1	0.00		0	0.0%	9.9%	2	-2	0.00	
	AS	Rep. ≤5	11	84.6%	82.6%	11	0	1.02		7.7%	6.8%	1	0	1.13		0	0.0%	2.8%	0	0	0.00		0	0.0%	9.9%	1	-1	0.00	
	CO	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	CS	0	0	0.0%	21.0%	0	0	0.00		0	0.0%	12.0%	0	0	0.00		0	0.0%	2.0%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	FI	Rep. ≤5		66.7%	61.1%	4	0	1.09		16.7%	11.6%	1	0	1.44		0	0.0%	1.0%	0	0	0.00		0	0.0%	9.9%	1	-1	0.00	
	IS	0	0	0.0%	26.2%	0	0	0.00		0	0.0%	10.0%	0	0	0.00		0	0.0%	0.6%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	OM	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	PE	0	0	0.0%	70.8%	0	0	0.00		0	0.0%	6.2%	0	0	0.00		0	0.0%	3.5%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	PG	Rep. ≤5		100.0%	45.8%	1	1	2.19		0	0.0%	9.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
	PM	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.9%	0	0	0.00
4	Technical	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	6.6%	0	0	0.00
	EG	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	6.6%	0	0	0.00
	EL	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	6.6%	0	0	0.00
	GT	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	6.6%	0	0	0.00
5	Administrative Support	Rep. ≤5	78	77.2%	82.9%	84	-6	0.93		7	6.9%	7.3%	7	0	0.95			2.0%	2.4%	2	0	0.83		9	8.9%	9.5%	10	-1	0.94
	CR	Rep. ≤5	78	77.2%	82.9%	84	-6	0.93		7	6.9%	7.3%	7	0	0.95			2.0%	2.4%	2	0	0.83		9	8.9%	9.5%	10	-1	0.94
6	Operational	1,378	494	35.8%	25.6%	353	141	1.40		78	5.7%	5.6%	77	1	1.02		36	2.6%	2.1%	28	8	1.26		43	3.1%	9.4%	129	-86	0.33
	FB	1,375	493	35.9%	25.6%	353	140	1.40		78	5.7%	5.6%	76	2	1.02		36	2.6%	2.1%	28	8	1.27		43	3.1%	9.4%	129	-86	0.33
	GL-ELE	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.4%	0	0	0.00
	GL-MAN	0	0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	0.0%	0	0	0.00		0	0.0%	9.4%	0	0	0.00
	GL-MDO	Rep. ≤5		50.0%	15.5%	0	1	3.23		0	0.0%	19.0%	0	0	0.00		0	0.0%	1.5%	0	0	0.00		0	0.0%	9.4%	0	0	0.00
	GS-ST5	1	0	0.0%	34.0%	0	0	0.00		0	0.0%	5.0%	0	0	0.00		0	0.0%	2.0%	0	0	0.00		0	0.0%	9.4%	0	0	0.00
Grand Total		1,508	592	39.3%	32.6%	492	100	1.20		88	5.8%	5.9%	88	0	1.00		38	2.5%	2.1%	32	6	1.19		52	3.4%	9.4%	141	-89	0.37

Main Occupational Groups

Occupational Group	All	Women						Members of Visible Minorities						Indigenous Peoples						Persons with Disabilities					
	Employees	Representation		Availability		Gap	Ratio	Representation		Availability		Gap	Ratio	Representation		Availability		Gap	Ratio	Representation		Availability		Gap	Ratio
	#	#	%	%	#*	#*		#	%	%	#*	#*		#	%	%	#*	#*		#	%	%	#*		
FB	1,375	493	35.9%	25.6%	353	140	1.40	78	5.7%	5.6%	76	2	1.02	36	2.6%	2.1%	28	8	1.27	43	3.1%	9.4%	129	-86	0.33
Other	Rep. ≤5	99	74.4%	76.2%	101	-2	0.98	10	7.5%	7.8%	10	0	0.97		1.5%	2.5%	3	-1	0.61	9	6.8%	9.4%	12	-3	0.72
Grand Total	1,508	592	39.3%	32.6%	492	100	1.20	88	5.8%	5.9%	88	0	1.00	38	2.5%	2.1%	32	6	1.19	52	3.4%	9.4%	141	-89	0.37